

**WJFX(FM), WBTU(FM), WVBB(FM)
EEO PUBLIC FILE REPORT
April 1, 2008 – March 31, 2009***

I. VACANCY LIST

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

Job Title	Recruitment Sources (“RS”) Used to Fill Vacancy	RS Referring Hiree
Assistant Traffic/Administrative	4, 11, 18, 30, 32	18
Sales Reps/Account Manager	1, 4, 11, 16, 18, 23	4
Sales Reps/Account Manager	1, 4, 11, 16, 18, 23	18
Sales Reps/Account Manager	1, 4, 11, 16, 18, 23	4
Sales Reps/Account Manager	4, 11, 13, 16, 23, 34	34
Sales Reps/Account Manager	4, 11, 13, 16, 23, 34	34
Sales Reps/Account Manager	4, 11, 13, 16, 23, 34	34
Program Director	1, 4, 6, 18, 23, 25-27	18
Director of Engineering	4, 10, 14, 16, 23, 28-29	28
On-Air Personality/AM Show Producer	6, 11, 13, 16, 23	16
HR/Business Manager	33 [†]	33
Program Director	29 [†]	29

[†] *Exigent circumstances*

* This Report provides recruitment data collected from March 22, 2008 through March 21, 2009.

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II. MASTER RECRUITMENT SOURCE LIST (“MRSL”)

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
1	Frost Illustrated Attention: Bill Grindstaff 3121 South Calhoun Street Fax 745-9503 Fort Wayne, IN 46807 Phone 260-745-0552	N	0
2	Benito Juarez Center Attention: Vickie Ehisenant 1210 Broadway Fort Wayne, IN 260-422-2651	N	0
3	Job Works Attention: Rena Indiana Department of Workforce Development Fort Wayne IN 260-745-7757	N	0
4	On-Air announcements on one or more SEU stations	N	21
5	Fort Wayne Newspapers Attention: Shaquana Hamilton 600 W. Main Street Fort Wayne, IN 46802 260-461-8230	N	0
6	All Access.com Malibu, CA 310-457-8058	N	2
7	Franklin College Attention: Marti Long Indianapolis, IN 317-738-8810	N	0
8	Purdue University Attention: Beth Smith 765-494-6959	N	0
9	Indiana State University Attention: Mary Kelley 625 North Jordan Bloomington, IN 812-237-4392	N	0
10	Indiana Broadcasters Association Attention: Linda Compton 3003 East 98 th Street Suite 161 Indianapolis, IN 317-573-0119	N	0
11	IPFW Fort Wayne Campus 2101 E. Coliseum Blvd IPFW.ed.accs Fort Wayne, IN 46805 260-481-IPFW	N	0

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
12	El Mexicano Newspaper elmexica@earthlink.net Attention: Fernando 2301 Fairfield Avenue #102 Fort Wayne, IN 46802 260-456-6843	N	0
13	Indiana Tech Attention: Steve Malloris 1600 E. Washington Blvd. Fort Wayne, IN 46802 260-422-5561	N	0
14	Non-Employee Referrals	N	1
15	Self-Referrals/Walk-Ins	N	0
16	Internal Transfer/Promotion	N	3
17	Intentionally Omitted	N	0
18	Employee Referrals	N	7
19	Monster.com	N	0
20	Fort Wayne Jobs.com Local Internet Postings	N	0
21	Fort Wayne Chamber of Commerce Career Expo 2007 Grand Wayne Center Fort Wayne, IN	N	0
22	KPC Media Group Inc. Attention: Katie Meyers PO Box 39 Kendallville, IN 46755 260-347-0400	N	0
23	Ball State University Career Center Lucina Hall 220 Muncie, IN 47306 Phone: 765-285-1522 Fax: 765-285-3757	N	1
24	Ink Newspaper. 1301 Lafayette St Fort Wayne, IN 46802. (260) 420-3200	N	0
25	Inside Radio 365 Union Street Littleton, NH 03561 Toll Free: (800) 248-4242 Phone: (603) 444-5720 Fax: (603) 444-2872	N	1
26	Coleman Research Group Attention: Chris Ackerman 1040 Avenue of the Americas 3 rd Floor New York, New York 10018 Phone: 212-223-0185	N	1
27	Rusty Walker programming Consultants 190 Gross Ave. Burnsville, MS 38833 Phone: 662-427-9504 Fax: 662-427-9507	N	1

RS Number	RS Information	Source Entitled to Vacancy Notification? (Yes/No)	No. of Interviewees Referred by RS over reporting period
28	The Society of Broadcast Engineers 9102 North Meridian Street, Suite 150 Indianapolis, IN 46260 Ph (317) 846-9000 Fax: (317) 846-9120	N	4
29	Sierra Marketing Attention: Debbie Carter 1103 Halcyon Ave. Nashville, TN 37204 615-712-7605 dccskisierra@aol.com	N	3
30	Trine University, Linda Bateman, Director One University Avenue Angola, Indiana 46703 800.347.4878 or 260.665.4100, Linda 665-4124	N	1
31	Saint Francis College 2701 Spring Street Fort Wayne, IN 46808 800-729-4732 Attn: C. Edwards aedwards@sf.edu	N	0
32	Traffic Directors Guild Of America 26000 Avenida Aeropuerto #114 San Juan Capistrano CA 92675 949-429-7063 tdga@earthlink.net	N	2
33	CFS Creative Financial Staffing PO Box 5-0191 Woodburn, MA 01815 Ken Partyka Fax 260-487-2300	N	1
34	GRA Advertising Attention: Ginny Rosen 17592 Plum Creek Trail Chagrin Falls, OH 44023 Phone 440-5543-1425 ginny@gra-adv.com	N	10
TOTAL INTERVIEWEES			59

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III. RECRUITMENT INITIATIVES

	Type Of Recruitment Initiative (Menu Selection)	Brief Description Of Activity
1	Host internship program	From October 2008 through January 2009, the SEU's Sales Department hosted a student intern from the University of Saint Francis. The intern's typical duties included attending sales meetings, individual focus meetings with the sales manager, client meeting. The intern also assisted with the marketing of the station and developing proposals in market research. The interns were supervised by the SEU's Director of Sales.
2	Participate in job fair	On July 17 th 2008, the SEU participated in the Indiana Black Expo at the Indiana Convention Center in Indianapolis. Participating personnel, including the SEU's Director of Sales and an Account Manager, provided attendees with information about career opportunities in the SEU and the broadcast industry.
3	Participate in job fair	On September 25 th 2008, the SEU participated in the IPFW Career & Internship Fair on the IPFW Campus in Fort Wayne. Participating SEU personnel, including two Account Managers and the SEU's Promotion Director, provided attendees with information about career opportunities in the SEU and the broadcast industry.
4	Participate in job fair	On November 19 th , 2008 the SEU participated in the Indiana Broadcasters Association Fall Job Fair for Radio and Television in Indianapolis. Participating SEU personnel, including its Director of Sales, provided attendees with information about career opportunities in the SEU and the broadcast industry.
5	Participate in scholarship program	From January 5 th , 2009 through March 4 th , 2009, the SEU participated in the Indiana Broadcasters Association Scholarship Program. The station ran commercials to promote the program. SEU personnel distributed and collected applications, and the SEU's Business Manager performed initial assessments of applications submitted to the SEU.